

## Talking to your team about inclusion – Part 1: Unconscious Bias

We wouldn't be able to function if we didn't have unconscious biases.

Things like confirmatory bias, groupthink and priming help us make sense of an information-rich, fast-paced, social world.

>PAUSE<

But they're not always to be trusted so they're worth examining, particularly when it comes to how we interact with other people.

Misleading ways of thinking may be impacting team performance and happiness more than you realise.

By shining a light on these unconscious processes, a team can work together much better.

>PAUSE<

But we know that examining how you think and why can be a challenge. So how do you approach this?

To start, make it personal. Tell the team about your learning journey. Consider *why you* think it's important to develop an awareness of your biases.

Some reflection beforehand will increase your confidence and lead to a more valuable and enjoyable discussion.

>PAUSE<

Perhaps share a story about how unconscious bias has affected *your* life and invite others to do the same.

A good intention and willingness to learn set the tone for a meaningful conversation.

>PAUSE<

What if you say the wrong thing or some really uncomfortable views are raised?

Listen. Be honest. Be open. And involve the team. You're not alone here.

>PAUSE<

Maybe you're worried that you're not an expert in psychology.

This doesn't matter – a chat with your team about unconscious bias is an opportunity to explore experiences, and we all have those.

Your role is to *start* a conversation, you don't have to finish it.

So set up that twenty minute chat with your team. There's a guide in the inclusion playbook that will help you plan and navigate the session.

It might not be the easiest conversation you have this week, but it could be the most illuminating.

---

c. 1'57"